

**Ameren Illinois Annual Jobs Creation Report
2015 Annual Report**

Period Starting 01/01/2015
Period Ending 12/31/2015

The following report includes Job Creation metrics as defined by the Ameren Illinois Modernization Action Plan (MAP). These metrics include:

Section 1 - Total number of Full Time Equivalent (FTE) jobs created during the reporting period

Section 2 - Total number of employees as of the last day of the reporting period

Section 3 - Total number of FTE hours in each job classification/job title

Section 4 - Total number of incremental employees and contractors in support of the investments included in the MAP for the reporting period

Ameren Illinois may provide revisions to previously submitted reports through subsequent quarterly reports.

Section 1

Total number of FTE jobs created during the current reporting period

Category	FTE
Employee Jobs	139.24
Contractor Positions	191.87
Induced Jobs	400.00
Total FTEs	731.11

Definition:

Ameren Illinois is required to report FTE metrics to the ICC demonstrating that at least 450 full-time equivalent jobs were created in the State of Illinois in a peak program year. The FTE metric is a calculation used to convert full-time and part-time jobs into comparable metrics.

$$\text{FTE} = \frac{\text{Total number of MAP hours worked in a period}}{\text{Available hours in the period; 2080 hours per year with a proration of 520 hours for quarterly reporting}}$$

The total number of MAP hours worked in a reporting period consists of employees working a MAP project, those employees in direct support and indirect support of a MAP project, as well as contractors working a MAP project and their indirect support of a MAP project. Additional productivity factors and manual adjustments have been made towards compensable hours; these adjustments vary based on category of FTE. Induced jobs will be used for annual reporting based on declarations validated through subsequent reports provided by the University of Illinois.

Section 2

Total number of employees and contractors as of the last day of the reporting period

	As of 1/01/2012 *	As of 12/31/2015 *
Category	Headcount	Headcount
Employee	1877.7	2291.41
Contractor	939.17	2119.27
Total Category Headcount	2816.87	4410.68

* Starting date for contractors was either 1/2/2012 or 1/3/2012; ending date was 12/16/15

Definition:

Headcount figures for Employees represent full-time and part-time employee headcounts as of the last day of the reporting period including management and bargaining unit employees. These figures are provided through extracts of Human Resources, Time, and Accounting systems. Headcount figures for Contractors represent FTEs as of the last Wednesday of the reporting period and include sub-contractors. Total Category Headcount is a culmination of both categories. These headcount figures represent those who either directly allocated or a percentage allocation towards Ameren Illinois electric service.

Section 3

Total number of FTE hours in each job classification/job title

Category	TOTAL HOURS SUPPORTING PLAN INVESTMENTS	
Employee	Workforce Planning Group (Classification)	Hours
	IT Professionals	56,219
	Engineering Professionals	50,051
	Technicians	40,588
	Operations Support	33,480
	Supervisors	28,609
	Craft Workers Electric Service	20,030
	Customer Service	18,088
	Craft Workers Substations	14,300
	Directors	10,608
	Finance Professionals	5,531
	Craft Workers Automotive	3,603
	Administrative Professionals	3,597
	Intern	2,956
	Administrative Support	1,958
Subtotal Employee		289,618
Contractor	Craft Workers Electric Service	201,111
	Technicians	71,306
	Craft Workers Operations	33,666
	IT Professionals	28,579
	Administrative Professionals	20,809
	Operations Support	19,992
	Engineering Professionals	9,893
	Craft Workers Electrician	7,781
	Craft Workers Substations	4,971
	Supervisors	950
	Directors	40
Subtotal Contractor		399,098
Total FTE Hours		688,716

Definition:

Section 3 metrics represent MAP FTE hours worked during the reporting period that are used to calculate FTE metrics in Section 1. Hours are collected through Human Resources, Time and Accounting systems. Contractor and sub-contractor hours are captured through Contractor hour reports submitted on a monthly basis.

Section 4

Total number of incremental employees and contractors in support of the investments included in the MAP for the reporting period

Category	Prior Reporting Period	Current Reporting Period	Incremental Employees and Contractors
Employee	134.02	139.24	5.22
Contractor	127.76	191.87	64.11
Total Incremental Employees and Contractors	261.78	331.11	69.33

Definition:

Section 4 metrics represent MAP FTEs for the current reporting period and incrementally.